



Success Story with Changing Performance Culture



Reasons?

- ▶ Getting our priorities right
- ▶ Establishing a priority-oriented goal structure
- ▶ Incorporating agile management approach into our culture
- ▶ Creating a flexible environment suitable for world dynamics



Benefits?



**Moving by
smashing targets**



**Creating a
transparent
environment
where everyone's
goals are visible**



**Strengthening team
spirit with cooperation**



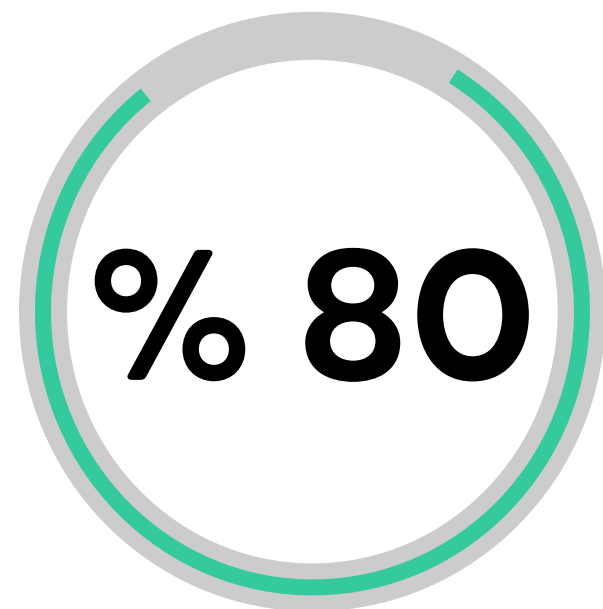
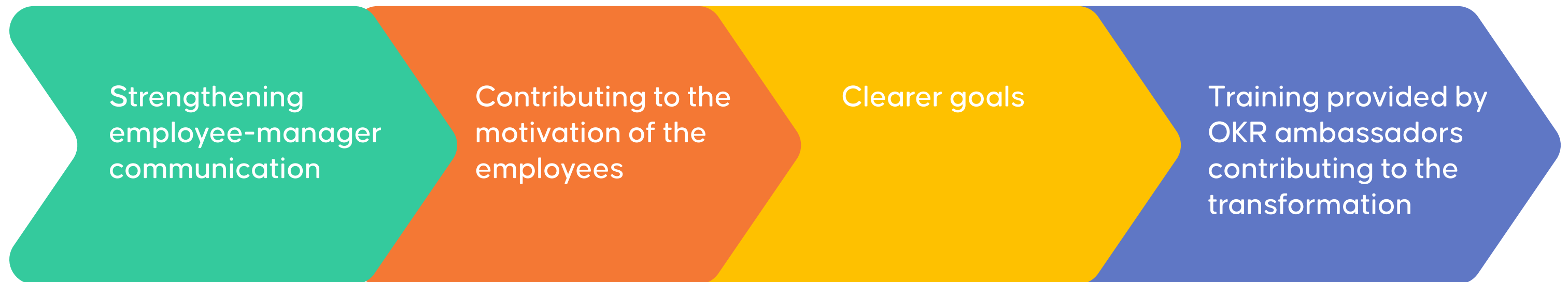
**Setting strategic
goals**



**Adapting to instant
changes with a
flexible structure**



Results?



80% improvement rate

*The time allocated for the adaptation of new employees and the preparation of new term plans was only 20% of the previous term.

“OKR is a methodology that supports the culture and strategy of the establishment rather than a performance system, and contributes to the company in business management and planning.”

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“The entire team can now clearly see and know what the company and other colleagues are aiming for. For this transparency, my teammates share feedback that their work has had a very positive effect on making sense of the contribution of their work to the company and owning their work.”

Erka

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